

Diversity Management News

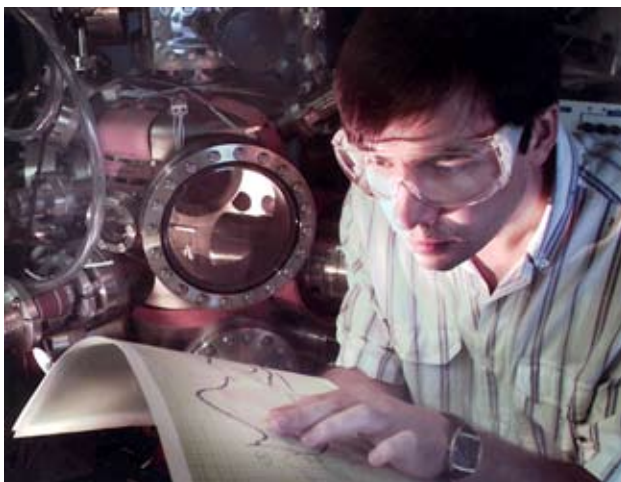
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Mission Statement

The Diversity Office supports the Laboratory's mission to do world-class science by implementing programs to provide a pipeline of qualified, diverse candidates; promoting an inclusive work environment; and recommending to the Laboratory Director policies and procedures that ensure (1) equitable treatment and opportunities for all employees; (2) an environment free from harassment; and (3) encourage respect for individual differences."



José Rodríguez Receives Technical Achievement Award

José Rodríguez of the Chemistry Department received the Outstanding Technical Achievement Award from HENAAC, a nonprofit organization that honors the outstanding contributions of Hispanic American professionals in science, engineering, technology and mathematics. Rodríguez was honored at the HENAAC Career Conference and Awards Show in San Diego last month on October 12.

"I am honored to receive this award," said Rodríguez. "My research on catalysts is entering a new phase with state-of-the-art tools available to me at Brookhaven Lab's Center for Functional Nanomaterials (CFN). My collaborators from Hispanic and American universities and I are studying catalysts that may optimize the production of hydrogen, which is expected to be the fuel of the future."

During his 16-year career at BNL, Rodríguez's primary research focus has been on catalysts used for the production of clean, efficient, renewable fuels and for the control of environmental pollution. Rodríguez and his research team have made significant advances in these areas. For example, they recently studied gold deposited on ceria (cerium-oxide) nanoparticles at BNL's National Synchrotron Light Source (NSLS) and found the catalyst's active phase responsible for the conversion of water and carbon monoxide to hydrogen gas and carbon dioxide. Understanding this "water-gas shift" reaction is important for generating hydrogen, which can be used for chemical transformations as well as a fuel in a hydrogen-based economy.

In new research funded by the Office of Basic Energy Sciences within the DOE Office of Science, Rodríguez and researchers from the NSLS and CFN will combine their efforts with those of scientists from the University of Barcelona, University of Seville, and Central University of Venezuela to investigate and improve the performance of nanocatalysts. They are studying a critical step in processing of pure hydrogen for fuel cells and

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6 Years After Sept. 11, Muslims See More Inclusive Workplaces

By Yoji Cole

After the terrorist attacks on Sept. 11, 2001, many American Muslims encountered increased hostility in the workplace, both overt and subtle. But that has changed in the last few years, as more corporations have become increasingly aware of the need for religious inclusion.

Lina Sayed's parents didn't want their 24-year-old daughter to face ridicule fresh out of school at New York University (NYU). Their concerns grew stronger after Sayed decided she would wear a hijab at her new job with JPMorgan Chase, No. 9 on The 2007 DiversityInc Top 50 Companies for Diversity® list.

Sayed's parents warned her about job discrimination, especially in the wake of Sept. 11. Seeing that the nation's collective fervor to get "them" before they get "us" led too many people to turn on their Muslim neighbors and coworkers, Sayed's parents were worried she would be isolated or an easy target.

"You can't deny that when you walk into an office [wearing a hijab, the headscarf worn by Muslim women], that's the first thing people notice," says Sayed. But in a way, that's precisely what she wanted.

"A lot of Muslims are sensitive and insecure and a lot of people are discriminatory," says Sayed, who decided to start wearing a hijab after graduating from NYU and attending a Muslim conference that took place at the Manhattan Center in 2005.

"It was a great experience, and after that, I decided to wear it," says Sayed. "Wearing it was very natural for me. I've always been Muslim but I have never looked the part. You have to look the part to deal with being the part."

As we get further from Sept. 11, 2001, it appears that American Muslims are safer and more comfortable in the office. While reported discrimination cases against Muslims overall continue to increase, incidents in the workplace are decreasing.

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EEO Representatives and R2A2

Under the guidance of the Diversity Office, Equal Employment Opportunity representatives (EEO reps) are responsible for assisting department chairs/division managers in monitoring Equal Employment Opportunity/Affirmative Action (EEO/AA) issues.

EEO reps encourage minority and female employees to participate in Laboratory and educational training, recreational, and social activities. They assure that the EEO Policy Statement and other related posters are visible in each major work area or building, serve as peer counselors for employees, and coordinate EEO/AA training programs in departments and divisions. EEO Reps coordinate EEO/AA complaints or investigations with the Lab's Diversity Manager and department/division managers.

See listing of current EEO Reps and R2A2 for EEO Rep below.

EEO Representative R2A2

Role: Promote the Laboratory's Diversity programs in assigned organizations

Responsibilities

- Assist organization management in identifying and resolving EEO/AA problems and complaints
- Observe organization's employment activities for non-dominant cultures compared to dominant cultures, and report questionable practices or treatment

- Place new required EEO/AA posters in departmental locations
- Report racial slurs, ethnic comments, and offensive behavior to organization management
- Recommend to management that staff be scheduled for training
- Inform staff of directives of the Diversity Office
- Direct employees to the Diversity Office for concerns that cannot be resolved within the organization

Accountabilities

- To organization management and the Diversity Office, for enhanced visibility of EEO/AA problems and sexual harassment
- To Diversity Office, for effective use of Diversity Office resources and advancement of Diversity Office programs
- To coworkers, for effective referrals on EEO/AA concerns, and current information on Diversity Office programs
- To Diversity Office, for coordination of all contact with employees involving conflict resolution

Authorities

- Seek management or Diversity Office assistance in resolving EEO/AA problems
- Identify questionable practices or problems to organization management
- Notify Diversity Office of questionable practices or problems that are not being addressed
- Arrange staff attendance at Diversity Office events

Equal Employment Opportunity (EEO) Representatives

Department	Representative	Email	Bldg #	Department	Representative	Email	Bldg #
Collider Accelerator Dept. & Magnetic Div. Biology	Ann Lamberti	annl@bnl.gov	911B	Instrumentation	Triveni Rao	triveni@bnl.gov	535B
	Vincent Castillo	castillo@bnl.gov		Internal Audit & Oversight Office	Ellie Adams	adams3@bnl.gov	400D
	Ann Emrick	emrick@bnl.gov	463	Condensed Matter Physics & Materials Science	Alexandra Lopez	lopez@bnl.gov	480
	Phyllis Tinsley-Smith	tinsley@bnl.gov	463		Fran Loeb	fran@bnl.gov	
Budget	Susan Cuevas	cuevas@bnl.gov	460	Medical	Maria Apelskog	apelskog@bnl.gov	490
Business Systems	Juanita McKinney	McKinney@bnl.gov	1005S	NSLS	Eileen Morello	morello@bnl.gov	725B
				Nonproliferation & National Security	Lisa Toler	lttoler@bnl.gov	197C
Chemistry	Marshall Newton	newton@bnl.gov	555A	Physics	Mariette Faulkner	faulkner@bnl.gov	510C
Community Involvement, Government & PA	Liz Seubert	lseubert@bnl.gov	400C	Plant Engineering	Nelson Cause	cause@bnl.gov	134C
	Terry Jones (PA)	tjones@bnl.gov	197B	Photography and Graphic Arts Division	Terry Jones	tjones@bnl.gov	197B
Information Technology	Julie Pergan	pergan@bnl.gov	515	Procurement & Property Management	Aramentis Brown	browna@bnl.gov	355
Director's Office	Mary Campbell	maryc@bnl.gov	460	Quality Management	Stasia Scocca	scocca@bnl.gov	902C
Basic Energy Sciences (DC) directorate				Radiological Controls	Andrea Epple	epple@bnl.gov	120
Office of Intellectual Property & Industrial Partnerships	Maria Pacella	pacella@bnl.gov	185	Safeguards & Security	Thomas Gilbert	tgilbert@bnl.gov	50
Emergency Services	Linda Strome	strome@bnl.gov	599		Sharol Busby	sbusby@bnl.gov	
Energy Sciences & Technology	John O'Hara	ohara@bnl.gov	130		Mindy Markstaller	markstaller@bnl.gov	
Environmental Sciences	Mary Jane Bartholomew	bartholomew@bnl.gov	490D	Safety & Health Services	Linda Greves	greves@bnl.gov	120
Financial Services	April Gray	gray@bnl.gov	400D	Staff Services	Catherine Ennis	cennis@bnl.gov	400A
Human Resources	Nancy Sobrito	sobrito@bnl.gov	400B	Training Office	Nanci Hoey	nhoey@bnl.gov	400B
Information Services	Corene Wood	wood@bnl.gov	477	WM and ES	Anna Bou	bou@bnl.gov	120

Workforce Demographics

Report of Employment 9/30/07

Schedule	Black Male	Black Female	Hispanic Male	Hispanic Female	Am Ind/ Alk Native Male	Am Ind/ Alk Native Female	Asian/ Pacific Isl Male	Asian/ Pacific Isl Female	White Male	White Female	Total Male	Total Female	TOTAL
Management	1	3	-	1	1	-	7	2	112	28	121	34	155
Scientific Staff	2	1	9	4	-	-	81	11	285	27	377	43	420
Riken Fellows	-	-	-	-	-	-	1	-	-	-	1	-	1
Research Associates, Fellows, Visiting Scientists	-	2	2	2	-	-	57	17	48	19	107	40	147
Professional	15	2	12	1	-	-	32	14	266	45	325	62	387
Information Technology	3	3	7	-	-	-	30	15	151	36	191	54	245
Admin Monthly	3	35	3	17	1	-	-	7	50	292	57	351	384
Tech Monthly	14	4	10	1	2	-	9	1	374	17	409	23	408
Tech Weekly	1	-	-	-	-	-	-	-	7	2	8	2	10
Clerical Weekly	-	5	1	1	-	-	-	2	-	17	1	25	26
Union	49	31	19	5	5	-	1	1	270	35	344	72	416
Others*	-	2	1	1	-	-	6	1	12	22	19	26	45
TOTAL	88	88	64	33	9	-	224	71	1,575	540	1,960	732	2,692

Report of Employment 9/30/06

Schedule	Black Male	Black Female	Hispanic Male	Hispanic Female	Am Ind/ Alk Native Male	Am Ind/ Alk Native Female	Asian/ Pacific Isl Male	Asian/ Pacific Isl Female	White Male	White Female	Total Male	Total Female	TOTAL
Management	1	2	-	1	1	-	5	2	107	28	114	33	147
Scientific Staff	2	1	10	4	-	-	82	8	284	26	378	39	417
Riken Fellows	-	-	-	-	-	-	2	-	1	-	3	-	3
Research Associates, Fellows, Visiting Scientists	1	2	1	1	-	-	44	12	36	12	82	27	109
Professional	13	3	11	1	-	-	29	13	263	41	316	58	374
Information Technology	4	4	4	-	-	-	26	12	141	40	175	56	231
Admin Monthly	3	33	2	16	1	1	-	5	49	274	55	329	384
Tech Monthly	13	3	11	2	2	-	9	1	374	19	409	25	434
Tech Weekly	-	-	1	-	-	-	-	-	7	2	8	2	10
Clerical Weekly	-	6	-	3	-	-	1	1	-	19	1	29	30
Union	51	29	19	5	4	-	1	1	261	33	336	68	404
Others*	1	4	-	1	-	-	3	-	8	22	12	27	39
TOTAL	89	87	59	34	8	1	202	55	1,531	516	1,889	693	2,582

* "Others" includes standby labor, trainees, and joint appointments.

Source: Human Resources and Occupational Medicine Division Statistical Summary Report 9/30/2006.

Religious Diversity: Understanding Islam and Muslims in the Workplace



Lobna Ismail has shared her personal life story as a Muslim American with the BNL community on more than one occasion. Each time she's

visited with us, cultural sharing has been enhanced and the BNL community moves closer to its goal of becoming an inclusive work environment. Lobna has grown accustomed to people taking a second glance in her direction when she's wearing her hijab (headscarf) pronounced he-jab. Here's a cultural awareness question for you. Would your perception of Lobna change if you saw her walking down the street with the hijab? When Lobna started her presentation on September 27, 2007

she was not wearing the hijab. Half way through the diversity awareness training presentation Lobna donned the hijab. Lobna told the BNL audience that "in general for women who choose to wear the hijab when in the public, they do so out of a sense of modesty, piety and desire to affirm their Muslim identity." Lobna goes on to say that "most of the American Muslim females she meets wear hijab by their own choice." Like any other faith group, diversity exists from one person to another based on culture, family and personal preference. Born in Indiana while her parents were pursuing graduate coursework at Purdue University, Lobna is no foreigner to the world of science. Her father earned his PhD in Plant Physiology and BioChemistry. As a research scientist, her father would have been at home at BNL. Likewise, her mother is a Biology teacher and also enjoys the research environment. In fact, every thing about Lobna is ordinary and quite American. You can learn more about Lobna and her informative and inspirational cultural programs at www.connecting-cultures.net

Hispanic Heritage Month
Sept. 15 - Oct. 15

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Understanding and Managing Gay and Transgender Issues in the Workplace

More than 300 employees turned out on a rainy Monday morning in June to participate in a diversity event that was unique at BNL. Brian McNaught, an internationally acclaimed diversity trainer, presented a talk on "Understanding and Managing Gay and Transgender Issues in the Workplace."

A dynamic speaker who did much more than raise the awareness of issues faced by Gays in the Workplace, McNaught made people feel more at ease than most participants could have imagined. By sharing his personal story and challenges, Brian reminded us that Gays are people with the same needs and expectations from employers as all other employees.

More than 50 percent of event participants were supervisors or managers. This fact spoke volumes about our leadership's desire to acquire the necessary skills to manage a multicultural

workforce. People are the basis for the Lab's productivity and world-class standing. Understanding and respecting all employee groups is vital to retaining talent.

The month of June is recognized as Special Employees Month for Gay and Lesbian employees in the federal sector. For the past two years, the Employee Resource Group (ERG) known as GLOBE has not celebrated "Gay Pride" month, since their banner was stolen from Berkner Hall.

The Diversity Office hopes that Brian McNaught's presentation created a new beginning for GLOBE members to feel safe at BNL.

Each year, the Diversity Office co-sponsors and coordinates many cultural events, working closely with all Laboratory ERGs including Brookhaven Women in Science, the African American Cultural Club, the Asian Pacific American Association, and the Hispanic Heritage Club.

continued article Jose Rodriguez

other industrial applications with the goal of gaining information on how several promising nanocatalysts function. The researchers' approach is unique because they will apply a suite of powerful research tools that work in the actual reaction environment.

These experiments may lead to the development of new, improved catalysts.

Born and raised in Venezuela, Rodriguez maintains close ties with the Hispanic community. He has been a mentor to more than 20 graduate students and research associates at Brookhaven, many of them being of Latino heritage. Since 1999, he has given talks each year at universities in Hispanic countries, including Argentina, Mexico, Spain and Venezuela. He also is an adjunct principal investigator at the Venezuelan Institute of Scientific Research, and he has been an organizer and session moderator for the San Luis Symposia, a workshop designed to foster new collaborations between researchers from the U.S. and Latin America who specialize in the chemistry of surfaces, with special emphasis on catalysis.

Rodriguez earned bachelor's degrees in chemistry and chemical engineering, and a master's degree in chemistry from Simon Bolivar University in Caracas, Venezuela, in 1982 and 1983, respectively. He came to the U.S. to earn his Ph.D. in physical chemistry from Indiana University in 1988. He pursued post-doctoral studies in chemistry at Texas A&M University and then joined BNL as a research associate in 1991, becoming a tenured senior chemist in 2002.

Rodriguez has published more than 250 articles in top scientific journals, and he has presented more than 60 invited talks at universities and international conferences. He serves on the editorial board of the journal *Surface Science* and as guest editor for the *Journal of Molecular Catalysis*. Since 2005, Rodriguez has been an adjunct professor of chemistry at Stony Brook University. — Diane Greenberg

continued article 6 Years After Sept. 11

The Council on American Islamic Relations (CAIR) reported a total of 2,467 civil-rights complaints in 2006, compared with 1,972 complaints reported in 2005, a 25 percent increase in the total number of complaints from year to year. However, civil-rights complaints involving the workplace declined significantly from 25.4 percent of the total (5,009) in 2005 to 15.6 percent (3,849) in 2006.

"As we work with corporations, we're seeing an increasing recognition that religion is the next big issue to deal with in terms of the diversity field and an increasing recognition that they need to be given tools for handling it," says Georgette Bennett, president and founder of the Tanenbaum Center for Interreligious Understanding. Bennett will be one of 12 national religious leaders, including Muslims, Jews, Christians, atheists and fundamentalists, as well as corporate and LGBT leaders, taking part in DiversityInc's upcoming Religion in the Workplace Roundtable. Check out the Nov./Dec. 2007 issue of DiversityInc magazine to read this groundbreaking dialogue.

This increasing connection to religion in the workplace is clear in Top 50 companies, who set the trends as national diversity leaders. Seventy percent of the Top 50 have floating religious holidays and 16 percent make special religious accommodations, such as prayer rooms. Almost no one else in corporate America does this yet.

Bennett mentioned IBM as a company that has responded well to the needs of Muslim employees.

IBM provides a washroom where Muslim employees can clean their feet and nasal passages in preparation for their daily prayers. The company also provides two picture identifications for a female Muslim employee. In one identification card, she's pictured without her hijab, and that one is only seen by a female security officer. The other identification card pictures her with her hijab and she uses that card once she has entered the premises.

Bennett adds that the younger generation of American Muslims is more acculturated and therefore more likely to assert itself while becoming more observant of Islamic customs, such as wearing the hijab for women or growing beards in the tradition of the Muslim prophet Muhammed for men.

<http://diversityinc.com/public/2444.cfm>

Upcoming Event

November is Native American Awareness Month

See an exhibit of Wayne Boyd's Native American costume in Berkner Hall during the months of November and December. Cultural sharing is an important ingredient in creating a diverse workplace. Such displays enhance awareness of and appreciation for our diverse workforce.